

Steve Schuppe

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CORE SKILLS

Talent

Onboarding • Recruitment

Operations

HRIS (Workday/BambooHR) • Payroll Coordination • Benefits Administration

People Practices

Performance Management • L&D • Succession Planning

Compliance

Employment Law

PROFILE

HR Manager with a track record building high-impact solutions and improving reliability.

WORK EXPERIENCE

Talent Acquisition Manager — Smith - Huels (2025-10-28 - Present)

- Implemented a performance review program which improved engagement scores by 17 points.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 53 roles across EMEA/US, reducing time-to-hire by 28%.
- Rolled out benefits and L&D programs that increased retention in key teams by 22%.

Talent Acquisition Manager — Labadie - Grimes (2019-01-24 - 2023-09-29)

- Rolled out benefits and L&D programs that increased retention in key teams by 19%.
- Implemented a performance review program which improved engagement scores by 15 points.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 95 roles across EMEA/US, reducing time-to-hire by 40%.

EDUCATION

MSc Human Resource Management, Kuhic - Tremblay University (2023)